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. . . . The 102nd meeting of the CIA RETIREMENT BOARD convened at 1:30 p.m. on Wednesday, 4 December 1968, with the following present:

25X1A9a Mr. [REDACTED] chairman
Mr. [REDACTED], DDP Member
Mr. [REDACTED] Member
25X1A9a Dr. [REDACTED] S&T Member
Mr. George E. Meloon, DDS Member
Mr. [REDACTED] gal Adviser
Mr. [REDACTED], Executive Secretary
Mrs [REDACTED], Recording Secretary

MR. MELOON: I would suggest -- and maybe you are already doing this -- on these people who are going to retire any time up through June 30th--

25X1A9a MR. [REDACTED]: On the cost of living increase? Yes, we are contacting each one individually.

MR. MELOON: Talk to them about the advantages, if there are any advantages in their retiring earlier.

25X1A9a MR. [REDACTED] I have called many of those people, and most of them are quite alert to it.

25X1A9a MR. [REDACTED]: Let's reflect this in the Minutes, please, the fact that as of now there will be an adjustment as of 1 March 1969.

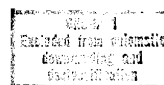
MR. MELOON: I have about three cases that we haven't even submitted to this Board yet, and we are going to talk to them and point out the possible advantages. We're figuring their annuities both ways, with and without the 4%.

25X1A9a MR. [REDACTED]: It could even be a little more than 4%.

But it worries me a little bit that people may get the idea that this is a tremendous windfall. I doubt if anyone who could work four more months would be better off to take advantage of this 4% increase. The breaking point is about three months. But it's a very individual and personal thing. We have a comparison here in two actual cases, one a GS-12 and the other a GS-15. Assuming there is a 4% cost

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of living increase on the 1st of March, we made a comparison of their annuity for retirement 31 March 1969 and annuity for retirement 30 June 1969. In the case of the GS-12, if he worked three months less before retiring, it would take him 17 years to recover what he lost by not working those three more months; and in the case of the GS-15, it would take him approximately five and a half years.

I called [REDACTED], who is due to retire in May 25X1A9a and he had already figured it out. He said it would take him 10 years. He said he could almost go either way but that it so happened May 23rd is the 10th anniversary of UBLIC for him, so he wanted that, too.

So, you see, each fellow has a little different problem. I'm only saying it's very unlikely they're going to be better off retiring four months earlier. If it's only one month earlier, there's no question about it, they would be better off.

Anyway, we are contacting each person and advising them of this. And today we had a personnel officers meeting and advised all of them that in case we had overlooked anybody they should look at all of them again and help these people figure this thing out, and if they need more help, to come to us. 25X1A9a

MR. [REDACTED]: That is the key thing, to make each person focus on it and at least sit down and figure it out.

But I would like it reflected in these Minutes, if you don't mind, that this Board had sense enough to focus on it. 25X1A9a

MR. [REDACTED]: Yes, we will put it in these Minutes.

Now, before we get on with the agenda, I have one case here -- there are two of these, but I brought one in because it's 25X1A9a typical -- this is the case of Mrs. [REDACTED], where we said: 25X1A9a "The Board further recommended that Mrs. [REDACTED] be encouraged to continue her own efforts and work with the Retirement Counseling and Placement Staff in seeking other employment." This was a recommendation

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that we not approve an extension for Mrs. [REDACTED] -- "Recommend that 25X1A9a
 you disapprove the extension of Mrs. [REDACTED]'s services." It 25X1A9a
 came back with this: "The recommendation contained in paragraph 4 is 25X1A9a
 disapproved. Mrs. [REDACTED]'s retirement is deferred until 30 June 1970,
 with the understanding no further extensions will be requested." And as
 I say, there was another case like this one.

So, again, the only point I'm trying to make is that
 confusion still reigns. In our good judgment we recommended against the
 extensions for these two women and the Director has reversed us in both cases
 and has given extensions. I think what the Director keyed in on here is the
 relatively short period of time between what would have made these two women
 happy and what we gave them. 25X1A9a

Now on the [REDACTED] case, as you may or may not
 recall, I was sort of pushing to give her the four months, but the Board
 voted me down on this.

In talking with Col. White I said it was hard now to
 get the feel of this thing. I said: "We're getting a case from Security of a
 GS-5 receptionist, and if she retires she will only get \$120 a month, and
 Security is requesting an extension for her. Coffey has bucked it down to me
 and asked what I think of it." Col. White said, "Oh, the Director would
 take a very dim view of that." I said: "How do you reconcile that with
 these two cases?" He said, "Between 60 and 62 you take a little different
 look at it." This is a brand new thought, but, again, it's a feel that 62 is
 a real cut off. I don't know, it's awfully difficult-- 25X1A9a

MR. [REDACTED]: I'd like to suggest that we just continue
 handling these cases the way we have been handling them. - I'm reminded
 of my father-in-law who one day met the only judge of his small county coming
 down the courthouse steps, and he said, "Judge, why is it that every one of
 your decisions is reversed by the Supreme Court?" And he said, "I want
 to tell you something: that is what the Supreme Court is for." And that's

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the way I feel in this case, that if they're going to reverse us let them reverse us, but we have to call them the way we see them.

DR. [REDACTED]: One public relations aspect of it is that the people we've been holding off on and whom we have refused to go along on endorsement of an extension request are mighty unhappy when they learn about these extensions. Either you have a policy or you don't.

MR. [REDACTED]: Yes, because there's no way to explain this to other people--

MR. [REDACTED]: I don't think anybody ever gets asked about this more than I do, and all I can say is that each case has individual differences.

Now, on the [REDACTED] case, because I was conscious of the four month bit, I put a little note to Colonel White on it: The Board's rationale on this type of case is that the sooner she gets outside employment the better off she will be. She must continue to work for some time to come. Ultimately, you see, we will be doing her a favor. But this was ignored, and our recommendation was reversed.

MR. [REDACTED]: It wasn't ignored -- it was considered.

MR. [REDACTED]: Anyway, I told Coffey to go ahead on this GS-5 -- because you can't predict how the Board will vote on a given case.

Now, the Minutes. Have you had a chance to review the Minutes?

MR. [REDACTED]: Well, as I say, Harry, I seriously think we ought to reflect in today's Minutes that this Board has focused on this cost of living increase, that there can be advantages to some people, and that we try to pass the word by whatever means possible. I'd just like to see this in the record, please.

DR. [REDACTED]: Were we upheld in the [REDACTED] case?

MR. [REDACTED]: I guess I should address myself to that one.

Well, go ahead, George.

MR. MELOON: Well, the [REDACTED] case was presented as

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a quick, informal thing, and I didn't run it through Bannerman at all. I discussed it with Bannerman after the fact. And [REDACTED] has talked to me 25X1A9a about three times, and wants me to talk to you once more. He wonders if it would do any good for him to come before the Board and further explain what his job was all about. I told him as far as I was concerned I wasn't sympathetic with it, myself -- I didn't think that the fact that he worked in that office had anything to do with-- 25X1A9a

MR. [REDACTED] My instinct tells me we have gone about it wrong. If he is taking that position, I think you ought to send the thing forward. The thing that bothered me was we were writing a formal response to him citing the appeal procedure. Then you look at the documentation -- the man said he had had a fast offer of a job, therefore there was a legitimate basis for giving him an informal action. I suggested to George that he either give him an informal answer or he submit the paper through the DD/S and give the DD/S the chance to submit it to this Board. This Board may not feel it has to reconsider it. But I can't even take it up to Col. White and say, "What do you think of this?" - because he would say, "Where are the papers?" 25X1A9a

MR. MELOON: I told [REDACTED] about our discussion here, but he wanted me to discuss it once more with you. He's willing to accept our decision. He doesn't want to appeal the case, etc. I said: Well, I'll be glad to submit the thing formally on up through Bannerman to the Director of Personnel, if you want. Well, he didn't want to appeal the case. 25X1A9a

MR. [REDACTED]: Does he want to submit it, is the real question. 25X1A9a

MR. [REDACTED]: There should be an indorsement from you to Bannerman, and from Bannerman to this Board. Then if we turn it down, I can go to Col. White-- 25X1A9a

MR. [REDACTED]: It's [REDACTED]' move. 25X1A9a

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MR. MELOON: But he's not eligible to retire unless
he gets under our bill. He's 55 but he doesn't have enough service. 25X1A9a

MR. [REDACTED]: The real question is, it's up to [REDACTED] 25X1A9a
[REDACTED] whether he wants to submit his case. He tested the temperature
here, and it was cold. 25X1A9a

MR. MELOON: I'll tell him he ought to submit it
formally to the Board and get a formal reply from the Board. I told him as
far as I was concerned it was 98% negative, as far as I was concerned. 25X1A9a

MR. [REDACTED]: But it's his privilege. It's his move.

MR. MELOON: So I'll suggest to him that he submit it
formally to the Board. He thought we may want to use it as a benchmark.
I said - "We don't need any benchmark. Don't worry about doing the Board
any favor. We have enough cases to worry about. If that is your only
reason to submit it, is to have a benchmark to go by, we don't need it." 25X1A9a

DR. [REDACTED]: In connection with Item 7 of the Minutes --
you know, [REDACTED] came up the next day and briefed the DDS&T Staff 25X1A9a
meeting, and I didn't go again but he apparently used a figure like 50% of all
requests for extension have been approved -- lumping everything together,
apparently - the 3-letter cases, the 60 day extension cases, and everything
else. If that is so, it was certainly quite misleading, I think, to the people
who heard it -- and I think we ought to get this to Ken-- 25X1A9a

MR. [REDACTED]: I think the figures he used before this
Board were misleading -- and he admitted they were. 25X1A9a

DR. [REDACTED]: So, somehow this is getting around now,
too, and it's not going to do our cause any good when we're kind of firm on
not granting extensions. 25X1A9a

MR. [REDACTED]: Harry, under your hat as Deputy
D/Pers you ought to look at this one -- because that figure of 50% is a
phoney one. You can't count a one month extension the same as a two year
extension.

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MR. [REDACTED]: It may be accurate in terms of statistics 25X1A9a
but it's conveying a picture that I don't think is correct.

I might add something that I've been pushing Murray on, and that is the number of people who are scheduled to retire and we don't have a signed statement from them yet -- and what is happening, of course, is that you don't know where the potential problem cases lie until it's almost too late -- they start trying the appeal procedure and pretty soon the appeal procedure that is spelled out takes you past their retirement date. So we try to ask people six months ahead of time wouldn't they like to sign their application. In running them down Murray found one where the fellow was saying, "Don't you know that the Director okayed my staying on a few more months?" So Murray said, "Do you have something in writing?" So we now have a very brief memo signed by [REDACTED] saying: "Don't worry about this fellow -- the Director said he could stay on a few more months." 25X1A9a

[REDACTED] Is he a Board member? - because that whole Board of National Estimates is out of bounds for the normal policy. 25X1A9a

MR. [REDACTED]: There are only two cases that have been exempted from the policy -- [REDACTED] and one other. 25X1A9a

MR. [REDACTED]: This fellow is a GS-18 who happens to be on the Board of National Estimates. 25X1A9a

[REDACTED] I know. I went into this when I wrote up my retirement report, and the question of a Board member staying on or not is between that individual and the Director, and nobody else gets in the act.

MR. [REDACTED]: Where is that documented? 25X1A9a

MR. [REDACTED] This is a matter that Sherman Kent and 25X1A9a

[REDACTED] worked out with the Director. They are appointed by the Director to that Board, and they bring on people who are already over age - like Ambassadors, and Generals. So you do need some clarification -- this is what ONE believes to be the case. They're all DD/I careerists, and that's

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where I got into the act.

MR. MELOON: They ought to submit that in writing the way I did for the Printing Services Division people.

MR. [REDACTED]: That's right, if they're in a category-- 25X1A9a

MR. MELOON: Incidentally, those letters you sent out to the last three extendees in Logistics are very good. This puts the finger on them and tells them to get in touch with the outplacement office. Those are good letters.

MR. [REDACTED] We are having a monthly Personnel 25X1A9a meeting where all of the personnel officers get together. For the meeting today the subject they all asked for was retirement. It wasn't a complete briefing, but I sat down with 30 or 40 of these people, all asking questions. One of the things I did get through to them was that although we had this RCPS and EEA, the Board was upset with the number of particularly the older women who had come in requesting extensions and with no indication that they had ever been down to RCPS to check on their rights and benefits. 25X1A9a Of course [REDACTED] is still insisting they're finding jobs for anybody that wants jobs, and to see that they went that route before requesting extensions. We always seem to be following up after the fact and saying: Now, why don't you go to RCPS. I hope we will make some progress in that direction.

Any changes to the Minutes of the last meeting?

(No response.) If not, we will consider them approved as written.

The first group on our agenda for today are four employees who have completed more than 15 years of Agency service and meet the basic criteria for designation. 25X1A9a

MR. [REDACTED]: I move we designate them and offer them an election.

MR. MELOON: Second.

. . . This motion was then passed . . .

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MR. [REDACTED]: We have a group of sixteen employees with at least five years of Agency service and meet the basic criteria for designation as participants.

25X1A9a

MR. [REDACTED]: I move we designate.

MR. MELOON: Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

MR. [REDACTED]: We have three employees who have applied for voluntary retirement and their requests have been endorsed by the Heads of their Career Services.

25X1A9a

MR. [REDACTED]: If there is no discussion on them, I move that we consider them favorably.

MR. MELOON: Second.

. . . This motion was then passed . . .

25X1A9a

MR. [REDACTED]: Now, I'll handle these next two separately, because they're not on the agenda. No matter how we try, we always seem to run a little late on some. I think these are both women who have returned from overseas, and while we have been working with them for some six months, they're now sort of rush cases. The first one is [REDACTED], DD/P type, age 55, 26 years of Federal service, 16 years of Agency service, 130 months of qualifying service. She wants to voluntarily retire on the 31st of December. The other one is [REDACTED]. She's also in the DD/P. She has 100-plus months of qualifying service. She is age 51, has had 25 years of Federal service, 15 years with the Agency, and she wants to retire on the 31st of January, 1969. I'd like a motion on these two, well qualified people.

25X1A9a

25X1A9a

[REDACTED] I move that their requests be granted.

25X1A9a

MR. MELOON: Second.

. . . This motion was then passed . . .

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MR. [REDACTED]: Now, a couple of disability cases. The first one is Mrs. [REDACTED]. She is in the CIARDS. The Board of Medical Examiners' evaluation of Mrs. [REDACTED]' status in relation to the service requirements of her Career Service is that her application for disability retirement should be approved. She has a neurosis, and they project this as being permanent. [REDACTED] has filed a CA-1, to protect her -- although there seems little chance that it would be a BEC claim.

25X1A9a

25X1A9a

25X1A9a

25X1A9a

The second case is very similar, except that this is a purely physical condition. This is the case of Miss [REDACTED]. She has non-specific colitis, arteriosclerotic heart disease, and angina pectoris -- and the Medical Board has recommended that she be retired for permanent disability. She is in the CS. In this case [REDACTED] hasn't had a chance to file the CA-1 yet -- and while there is almost no chance that it would be a BEC, he will nevertheless file a CA-1.

25X1A9a

25X1A9a

25X1A9a

MR. [REDACTED]: Are they both in the CIARDS?

MR. [REDACTED] Yes.

MR. [REDACTED] How old are they?

25X1A9a

MR. [REDACTED]

is 41.

25X1A9a

25X1A9a

MR. [REDACTED] Now, our first case here is [REDACTED]

Incidentally, I called Gene because he indicates March for his retirement -- but he had the message already and had filled out his application for 28 February.

25X1A9a

MR. [REDACTED] Murray, why do you present a sheet like this saying unverified qualifying service dealing with a two year tour abroad?

25X1A9a

MR. [REDACTED]: Because in these cases if I take the time to go to Finance to verify this from old records, it's going to delay the

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case at least a month. Experience has proved this to be true. 25X1A9a

MR. [REDACTED]: I called Murray and asked him that 25X1A9a
very same question, John.

MR. [REDACTED]: Well, I think Finance ought to improve 25X1A9a
their performance.

MR. [REDACTED]: For the TDY's, for instance, and 25X1A9a
the old PCSes they have to go to the Records Center.

MR. [REDACTED]: While he's saying unverified on the PCS's, 25X1A9a
there's no question and we all know he did serve overseas -- so when he's
saying "unverified", he's being very theoretical.

MR. [REDACTED]: What I'm saying is that I can't tie down 25X1A9a
the exact dates of arrival and departure.

MR. [REDACTED]: Well, all right. I accept your 25X1A9a
problem, Murray.

MR. [REDACTED]: But on the normal cases when I get 25X1A9a
them for verification, if I can't verify them I go to Finance.

MR. [REDACTED]: If we were looking for the 60 months, 25X1A9a
there would be no question, you would have to pin this down. But there's a
time factor in trying to get all of these in by December--

MR. [REDACTED]: All right, granted it's not critical in 25X1A9a
this case, but it's the principle. And there are a couple others like this
today, and it bothered the hell out of me that we can't verify a permanent
change of station.

MR. [REDACTED]: I can verify that he was on that tour-- 25X1A9a

MR. [REDACTED]: I can, too! because I was there with him.

MR. [REDACTED]: Maybe I could say it in a different 25X1A9a
way -- say that the exact dates were not verified. 25X1A9a

MR. [REDACTED]: No, no -- it's the principle I'm 25X1A9a
concerned with.

MR. [REDACTED]: I really can't see it taking three months

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to verify a PCS.

MR. [REDACTED]: No, no -- I say about three weeks to
25X1A9a

a month.

25X1A9a

MR. [REDACTED]: Okay.

Now, in Gene's case he will be leaving about five
months earlier than he would normally leave under mandatory retirement.

25X1A9a

MR. [REDACTED]: He has stepped it up to February. 25X1A9a

MR. [REDACTED]: Yes. 25X1A9a

DR. [REDACTED]: I think it's a real nice thing for somebody
like Gene to come under this System when in another few months he would
come under the other system. 25X1A9a

MR. [REDACTED]: And he's also going to get the increased
cost of living allowance. 25X1A9a

DR. [REDACTED]: I have no trouble keeping with the spirit
of the times, you know. 25X1A9a

MR. [REDACTED]: I'd like to ask just a question. The
last time we were at your house, Paul, I was kidding Col. White about being
tough about this whole business -- "Can't you be a little more lenient on that
31 July letter?" Well, he said he tried to be lenient, but he wasn't going
to publish a letter.

25X1A9a

MR. [REDACTED]: Did you say 31 July letter? 25X1A9a

MR. [REDACTED]: The one that said to take a look at
all of the cases that have been turned down-- 25X1A9a

MR. [REDACTED]: We call that the 30 June letter -- because
that was the magic quota date.

. . . Off the record . . .

25X1A9a

MR. [REDACTED]: Since that was off the record, Mike,
do you want to state it again? - that this obviously is not a case that is

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management oriented per the 31 July letter where we're trying to retire someone who would otherwise be here for an extended period of time. Rather, it's an opportunity to review his domestic duty to see if it entitles him to membership in our System under the normal groundrules.

MR. [REDACTED]: Precisely! You said it better than I did. 25X1A9a
25X1A9a

MR. [REDACTED]: I think Bannerman's letter here goes a little off in citing his trips to and in Korea during the Korean War. 25X1A9a

MR. [REDACTED]: Yes. So what? 25X1A9a

MR. [REDACTED]: He already has credit for that in his overseas service. 25X1A9a

MR. [REDACTED]: The statement in paragraph 2 of [REDACTED] s letter -- "His 12 years of service as Deputy Director of Security in charge of the Overseas Security Program again directly supported clandestine operations abroad" -- that is fine, but now if he had just described in a little detail what those functions were and how they contributed to the clandestine operations that were being run, I think he has a fine case. This is just a statement of conclusion here. 25X1A9a

MR. MELOON: Well, the Form 3100 says a little more than that. 25X1A9a

MR. [REDACTED]: Mike, your focus -- which I hadn't quite focused on in my reading, because I thought it was a good case, too -- but when you start pinning it down and saying that this is a normal case and it has nothing to do with the liberalized approach, then it's really a very thin case, on the record. 25X1A9a

MR. [REDACTED]: Yes, but I do think-- 25X1A9a

MR. [REDACTED]: Almost everybody in Headquarters supports clandestine operations abroad. 25X1A9a

DR. [REDACTED]: It wasn't put in by Bannerman and Osborn on the basis of being a regular case.

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25X1A9a

MR. [REDACTED]: No, it wasn't. Bob Bannerman was not specific here. Now, let's see - is Gene? No, he is not. It has nothing to do with the 30 June or 31 July letter approach. So this indeed makes it a very thin case.

25X1A9a

MR. [REDACTED]: I have a feeling that Gene could, in the description of his duties -- even though they had to do with physical security and most of them may not have dealt specifically with the conduct of clandestine operations abroad, per se, I have a feeling that some of the functions that he performed did contribute, in specific cases, to that, and he would be definitely entitled to credit for it.

25X1A9a

MR. [REDACTED]: Mike, they may well -- and also, you look at Bob Bannerman's memo and Bob implicitly is writing this in the context of the 31 July memo -- but maybe it would be helpful to remand the case to Gene to expand on his duties, and for Bob Bannerman to tell this Board how he feels about this case in terms of the normal approach to the problem.

25X1A9a

MR. [REDACTED]: I wouldn't pass judgment. I would say couldn't we defer this case until we get more information.

25X1A9a

MR. [REDACTED]: That's what I'm saying, that Bob Bannerman make his judgment in terms of the normal approach to the problem, rather than the 31 July memo.

25X1A9a

[REDACTED] I'd agree to that. I'd have to vote no, categorically, on this case.

25X1A9a

DR. [REDACTED]: There's no advantage to advancing his retirement date by 22 days--

25X1A9a

MR. [REDACTED]: But this isn't 22 days.

Again, I'm kind of on the fence on this one. We are making the job difficult to see this as qualifying service if we say it has nothing to do with this 31 July letter. Further, we are saying that although the man is saying: "Instead of retiring at the end of July - when I must

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mandatorily retire, if you put me in the System I'll get out the end of February" -- we are saying that five months earlier is not critical in terms of management. Now, that is what we are saying, and I don't know how valid that is.

MR. [REDACTED]: I put that very question to Col. White sitting right here. I asked him: Supposing the Agency would gain only three, four, or five months? He said: Well, look, then we are just playing -- and I'm not trying to meet quotas here -- and I don't think we should do it. I put that specific question to him, and it was the only specific case I cited to him because I knew I had two of them down in my shop.

25X1A9a

[REDACTED] Here's a competent man in a responsible position, and you can't make the case--

25X1A9a

MR. [REDACTED]: That they're going to have to scramble to find a replacement for him by 1 March.

25X1A9a

25X1A9a

MR. [REDACTED]: No.

25X1A9a

MR. [REDACTED]: Anticipating a favorable reaction in this Board.

25X1A9a

MR. [REDACTED]: No, they have him scheduled for May or June.

25X1A9a

MR. [REDACTED]: I was being facetious.

25X1A9a

MR. [REDACTED]: Where are we to draw the line? one year? nine months?

MR. [REDACTED]: I don't know. After Col. White left we discussed where we should draw the line -- how much is the quid pro quo for us being slightly lenient.

25X1A9a

[REDACTED] I think you have to have testimony by management itself as to what advantages or benefits there are about a man leaving at a particular time. We don't have that in this case. It would vary with each case. I can think of many cases where an office is over-strength, where it would make quite a difference whether the man left by

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30 June or by 1 July -- because they count on certain attrition to get down--

MR. [REDACTED]: The Office of Security is over strength. 25X1A9a
He's a Security careerist. But again, they weren't worrying about him,
because he was going to get out anyway.

MR. MELOON: On the other side of the fence, it's just
too bad that we bend over backwards and grant credit if we want to get rid of
somebody, but we penalize somebody that we're not anxious to get rid of. 25X1A9a

MR. [REDACTED]: That's it. We went through that at the
last meeting.

Mind you, my sentiments are all with Gene on this
one. But on the record, for the purpose of moving him into the June 30
quota, we are advancing a retirement by one month, and really leaning over
backwards. 25X1A9a

MR. [REDACTED]: Well, it's not quite that -- we are not
demanding that he go before 30 June. But he is volunteering to go out
February 28th -- so it's five months -- he is leaving five months earlier. 25X1A9a

DR. [REDACTED]: Isn't that what all the people are doing
under the speed up -- they're volunteering to leave earlier. I don't think
Gene is any different. That's the price for putting them in the System. 25X1A9a

MR. [REDACTED]: That's what I say - where is the cut
off? Somebody saying - "I'll leave nine months earlier?" or a year
earlier? We're being a little arbitrary, but we're making-- 25X1A9a

DR. [REDACTED]: I don't think a month is much of a gain
for the Agency. 25X1A9a

MR. [REDACTED]: What was [REDACTED]? a year? 25X1A9a

MR. [REDACTED]: Yes, but that would have been 55/30.
He can retire right now. 25X1A9a

MR. [REDACTED]: We can't really measure it by the
[REDACTED] case. 25X1A9a

MR. MELOON: Gene could have asked for a two year
extension.

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MR. [REDACTED] No, he couldn't here, because he 25X1A9a
didn't get the three letters. He got only one letter--

MR. MELOON: But he could have asked for it. 25X1A9a

MR. [REDACTED] Oh, he could have asked.

Would it be too much to ask Gene -- and I'm sure
it wouldn't, and I feel quite confident that Gene can show how he has contributed
directly to certain operations abroad during this long tenure of his here --
if he simply added to this piece of paper a little addendum - in little, one
sentence statements - some of the specific functions that he performed that
were directly bearing on certain operations abroad. 25X1A9a

MR. [REDACTED] Is this the consensus of the Board, then? 25X1A9a

MR. [REDACTED]: I agree with that but I'd like to go one
step further, I'd like to see Mr. Bannerman speak to this in terms of a case
minus the 31 July consideration. And I thought that was the consensus of this
group, that this one doesn't have those 31 July considerations. In other
words, on its merit. You're saying as far as Gene is concerned -- I'm
saying as far as Bannerman is concerned -- in other words, management
as well as the individual. 25X1A9a

MR. [REDACTED] Showing why getting Gene out five months
earlier would benefit management -- that would be one argument-- 25X1A9a

MR. [REDACTED]: I want Bob Bannerman's judgment on
whether that service is qualifying service on the normal considerations -- on
the merits. 25X1A9a

[REDACTED] So if somebody else is coming up with the
same thing, we're going to admit him. You would have to talk pretty fast
to convince me on that. 25X1A9a

MR. [REDACTED]: Well, is this the consensus, then, that we 25X1A9a
go back for additional information from [REDACTED] Bannerman? If I understand
correctly what the Board is saying -- and if I'm not speaking for the majority
here, let's find out -- that you do not feel this meets the special provisions

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of the Executive Director's letter in that we are not buying enough time by getting him out five months earlier--

MR. [REDACTED]: I do.

25X1A9a

25X1A9a

MR. [REDACTED]: And since that is the case we would have to consider this a normal qualifying service case, and under those circumstances we want a statement from Bannerman that more clearly indicates this is truly domestic qualifying service.

MR. MELOON: This is a supergrade case, and I feel that we ought to bend over backwards, if we can, to include him under the System in order to make room for some promotions -- move him out earlier, even if we're only buying five months.

25X1A9a

MR. [REDACTED]: Well, that's two of us.

25X1A9a

Karl, how do you feel?

DR. [REDACTED]: I think I'll go along with the dissident group down there, or whatever you want to call them (indicating Messrs.

25X1A9a

[REDACTED]). But I also feel that what we are doing, really, is just going to clarify the record -- that the outcome is going to be the same, in any case. So, as a practical matter I'm a little bit cynical, but I'll go along with [REDACTED].

25X1A9a

25X1A9a

MR. [REDACTED]: Okay. So be it.

The next case is a request for extension of retirement date under the CIARDS from 30 November 1969 to 30 November 1971 for Mr. [REDACTED], DD/P, TSD. Mike?

25X1A9a

25X1A9a

MR. [REDACTED]: Yes, I could talk to this case. The functions being performed overseas by a group of four people involves

25X1A9a

and has been doing this particular type of work since he has been in the Agency. He is not the Chief of the Unit. The Chief of the Unit comes back

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from overseas next spring or next summer -- and [REDACTED] was destined to become the Chief of the Unit. Now, the individual that they are sending over to replace the Unit Chief is not nearly as experienced in this type of work -- nor are the other two individuals who will remain on with [REDACTED] but who are destined to come back in early 1970 also. This is a case of a desire to keep [REDACTED] over there to train the people that they will send over and to keep him the head of a Unit that is over-worked right now and who are involved - as I was briefed - in the type of work that takes years and years to gain the type of experience that [REDACTED] has.

MR. [REDACTED]: Res ipsa loquitur.

MR. [REDACTED]: I hope that is true.

MR. [REDACTED]: The thing speaks for itself.

DR. [REDACTED]: I would like to make this point, and that is that they have known for five years that his retirement was coming --

MR. [REDACTED]: Let me speak to that, too. The man that they were training and hoping would replace this individual just very recently was given a medical hold -- and they don't know when or if he will ever be able to go. And they have a second individual who is on a medical hold. Both of these individuals had been trained to go over to replace [REDACTED] and the chap who is the head of the Unit and who comes back next spring or next summer.

DR. [REDACTED]: So, there's a hard luck story along with it.

MR. [REDACTED]: Again, the CS ought to be notified of that -- because we hate to see that automatic "we don't have a replacement for him." This man went into the System in 1966. At that time he was accepting the obligation to retire mandatorily at 60. Okay, he went overseas and we gave him a six month extension so he could finish his tour. Now here they are in '68 saying they still don't have a replacement for him.

[REDACTED] Why do they ask for two years, rather than one year at a time?

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MR. [REDACTED]: They want him for another tour.

25X1A9a

MR. MELOON: But they could extend him for just a year.

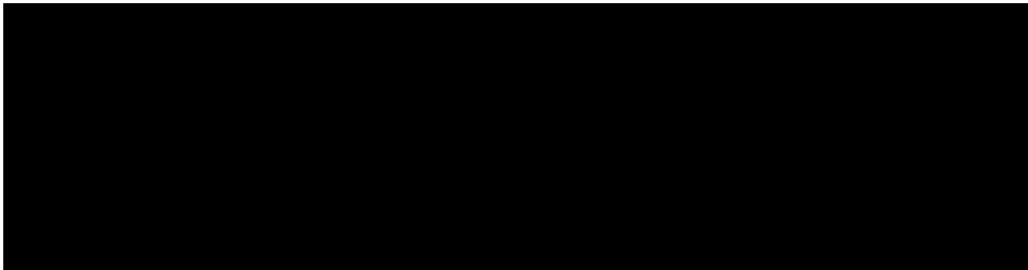
25X1A9a

MR. [REDACTED]: Again, they're saying they're afraid it's now going to take them that long to get an adequate replacement -- and you hate to interfere with an honest-to-God operational requirement, but the fact that no young technician is fully trained as a replacement for him five years later--

25X1A9a

MR. [REDACTED]: That bothered me, too, and I said - "Why does it take three years -- if the Board extends it means three years it's going to take you to train a man -- why three years to train this individual?" They said that this type of job you only learn from actual experience. They are now trying to get people who are experts not only in

25X1C1e



He said this thing you only learn from experience in actually doing it. And they don't have anybody with this man's qualifications -- not even the Chief of the Unit.

MR. [REDACTED]: Now, Mike, nowhere in the record of the CS Board meeting have they indicated that they really had somebody but that he's on a medical hold. Is that valid?

25X1A9a

25X1A9a

MR. [REDACTED]: When I asked why it took them so long, and why they hadn't been training an individual, they said: We had two individuals, one of whom very recently was given a medical hold, and another one about four or five months before that had had a medical hold put on him. The result is they are sending a man next spring whom they feel is not at all qualified to do this except to work under a man with the experience of this guy.

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[REDACTED] I think Harry's point is why is that not 25X1A9a
a part of the record. 25X1A9a

MR. [REDACTED]: And I would like to include it in the record
going forward -- because they may take a dim view of it if you don't explain --
and they may ask, too, how long is this System going to have to be in effect
before they know that we really mean it and they find replacements for people.
I think that is the best part of the whole story, that they had a replacement
but he had a medical hold put on him. 25X1A9a

MR. [REDACTED]: What I'm saying here can be picked
up for inclusion when the case goes forward. 25X1A9a

[REDACTED]: Well, on that basis, do we have a motion?
[REDACTED]: I move the extension be granted. But
I still can't see why a one year extension wouldn't substantially solve the
problem -- but not being in the direct position of knowing, I would have to
go along with the two years. 25X1A9a

MR. [REDACTED]: I would say that I think in this case our
letter going back to the Clandestine Services will highlight this point that
they should contemplate these mandatory retirements and plan for replacements --
so they hear this from the D/Pers as well as from this Board -- because
there have been a few of them now.

Okay. Do we have a second for that motion? I
assume you second it, Mike. 25X1A9a

MR. [REDACTED]: I'll second it.

. . . This motion was then passed . . .

25X1A9a

MR. [REDACTED]: Case No. 5 is a request for extension
of retirement date under the Civil Service Retirement System from 31 January
1969 to 31 January 1970 for Miss [REDACTED] This lady is going to be 25X1A9a
62 years old next month. 25X1A9a
25X1A9a

MR. [REDACTED]: Wasn't this the message that [REDACTED]

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was trying to give us at the last meeting, that he could place this gal.

[REDACTED] It's going to be harder to place her a year from now. 25X1A9a

MR. [REDACTED]: What's a "Stat Code Sup"? 25X1A9a

MR. [REDACTED]: A statistical code supervisor. 25X1A9a

MR. [REDACTED]: Again, if I read it right, this is the type of person who would have no trouble getting another job -- and she's better off if she starts now. 25X1A9a

MR. [REDACTED]: Her physical condition doesn't sound too good. 25X1A9a

MR. [REDACTED]: We're stuck with this business of a hopeful woman who probably knows that Jack Smith has recommended her extension, being told she is out next month. 25X1A9a

MR. [REDACTED]: I'd be for granting her some extension-- 25X1A9a

DR. [REDACTED]: Only a year's extension. 25X1A9a

MR. [REDACTED]: I'm wondering if we shouldn't give her at least enough time-- 25X1A9a

MR. [REDACTED]: That's what I'm suggesting. 25X1A9a

MR. [REDACTED]: An extension for six months and urge that she work with the outplacement office. 25X1A9a

[REDACTED] This particular Service (DCS) really has no movement in it. Nobody ever leaves. There is no turn over. Any device we can use to ventilate the place, it ought to be done, in my opinion. But that's an operational matter -- it's not a retirement matter. 25X1A9a

MR. [REDACTED]: But with her broken arm and other ailments, isn't six months reasonable to let her get placed. 25X1A9a

MR. [REDACTED]: Here again they were as late as October requesting this extension. This extension request cycle we have set up is a real snare and delusion. 25X1A9a

MR. [REDACTED]: It was supposed to start from this October.

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MR. [REDACTED]: Yes, hopefully. Because I can't fault
them here. Her memo is dated 9 October, and Murphy's is dated 23 October,
and Smith's is 4 November.

MR. [REDACTED]: Let's test [REDACTED] Give her
six months and see what happens.

MR. [REDACTED]: I think what we're all saying is, first
of all, because of the time factor it would be January, and because of her
recent heart attack, her broken arm, and other compassionate reasons,
that we recommend giving her six months and urge that she work very closely
with external placement to find something outside.

MR. [REDACTED]: Six months? or to 30 June?

MR. [REDACTED]: 30 June -- that is five months. Fiscal
year? Until 30 June -- is that all right?

DR. [REDACTED]: Yes, that's pretty good. Extend to
30 June.

. . . This motion was then seconded and passed . . .

MR. [REDACTED]: The next case is a nomination for
designation as a participant in the CIARDS based partially on domestic
qualifying service, and concurrent mandatory retirement of Mr. [REDACTED]
[REDACTED].

DR. [REDACTED]: He is already past the mandatory
retirement age for Civil Service.

MR. [REDACTED]: He must be on an extension.

MR. [REDACTED]: It's kind of a strange one -- and I think
George Meloon has one like this -- where they sent him overseas with the
idea-- Well, before he went overseas he had had three years and
some months of qualifying service, and the thought was that he would go
over and do another tour which would give him the five years and then he

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could come back and join the System. Now, he has never been rejected for the System -- he never had the opportunity to choose the System. I would think that if he had finished his two years overseas and had come back and said - "I have five years of qualifying service, I would like to get in your System, and I'm past the mandatory retirement age, so I would have to retire immediately" - we wouldn't have had too much trouble with it.

Now, for what this is worth, [REDACTED] was on an Audit Staff where the whole Staff was BALPA'd and brought home. [REDACTED], who was very aware of all this retirement business, came in with a message that said - "Gee, can't you let me stay out the additional number of months I need to get my qualifying service?" And a message went out saying - "The Executive Director says you don't have to stay out there -- that he will recommend your being put in the System." So when I told Col. White this, he said - "Well, you know, I didn't say that he would be put in the System -- I said I would recommend him." I said, "I know, but he took that on good faith, that when the Executive Director said he would recommend him-- So, Col. White leaned over backwards, as you know, on his endorsement of this nomination.

MR. [REDACTED]: That doesn't quite square with his remark here--

MR. [REDACTED]: Col. White says here - "I think this case should receive the Board's consideration" -- and he's saying this is exactly what he meant all along. I'm saying the message that went out to [REDACTED] said the Executive Director is going to recommend you for the System.

So, with that, I throw it open to further discussion. [REDACTED] My feeling is that since the policy of going out at 60 with 30 years' service has been on the books now for five years, that we ought not put him in the System now. If management puts him in because they made a commitment, that's the business of management, but this Board need not take judicial cognizance of that fact.

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DR. [REDACTED]: Did I see in the record that this man was 25X1A9a
59 years old when he went out on his last tour? 25X1A9a

MR. [REDACTED]: Right. 25X1A9a

MR. [REDACTED]: He was extended. 25X1A9a

DR. [REDACTED]: They knew right then there was a problem. 25X1A9a

MR. [REDACTED]: And he had over 30 years' service
when he went out, too. 25X1A9a

MR. [REDACTED]: So they send him out and say: You are
now going to earn the qualifying service to get into our System. 25X1A9a

[REDACTED] They shouldn't have sent him out, when
you get right down to it, unless they were hard up in this particular category
of employees. 25X1A9a

MR. [REDACTED]: Again, aren't we all agreed that this
case has nothing to do with the 31 July memo? We're considering this one
on the merits. 25X1A9a

MR. [REDACTED]: That is right -- there is no question
about it. 25X1A9a

MR. [REDACTED]: If there was ever a corruption of the
System, this is it. 25X1A9a

MR. [REDACTED]: George, what's the story on ([REDACTED])
out in [REDACTED]? Isn't he doing very much the same thing? 25X1A6a

MR. MELOON: He will have completed five years when
he gets back. 25X1A9a

MR. [REDACTED]: At what age? 25X1A9a

MR. MELOON: He will be almost 62, I think. 25X1A9a

MR. [REDACTED]: And he fully expects he will then be
brought into the System for mandatory retirement?

MR. MELOON: Yes, but he doesn't have 30 years of
service. 25X1A9a

MR. [REDACTED]: Is that a factor?

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MR. [REDACTED]: This man got his first letter in 1962 or 1963 that he had to retire, you see, at age 60, because he would have over 30 years' service by age 60. He has never been touched since that time -- no second letter or third letter. He has had about six years. How did he get an extension without coming to this Board?

25X1A9a

MR. [REDACTED]: Well, he went out before--

DR. [REDACTED]: He went out in September of 1966 -- two years ago.

25X1A9a

MR. [REDACTED]: This Board didn't start considering Civil Service cases until April.

25X1A9a

[REDACTED]: But we had the other Retirement Board to consider them. That should have been before that other Board. Maybe it was.

MR. [REDACTED]: But in 1966 he was entitled to work until age 62 under Civil Service.

25X1A9a

MR. [REDACTED]: Not this man.

25X1A9a

MR. [REDACTED]: Oh, because of the 30 years? All right.

25X1A9a

MR. [REDACTED]: It was for the convenience of the service.

25X1A9a

MR. [REDACTED]: The fact is he did go overseas and he did serve a tour, and he would have finished the full time - including the seven months - if the slot had not been abolished by BALPA -- and even then, he offered to stay on longer. I'm trying to say: What would you have done if he had made the five years?

25X1A9a

MR. [REDACTED]: If he made the five years he's in the System -- we would have to consider him for the System and put him in.

25X1A9a

MR. [REDACTED]: Now he's saying, "I'm short seven months" --

25X1A9a

MR. [REDACTED]: Now we go back and say: What kind of service did you perform? We take the criteria that we have established -- does it meet that criteria?

MR. [REDACTED]: All right. Then here the Chief of the

25X1A9a

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Audit Staff says, "During the entire 11 years and 7 months of domestic service at Headquarters, Mr. [REDACTED]'s responsibilities have largely been in the area of audits of the clandestine service activities. Particularly the percentage of his time applied to clandestine services was very high during the period 1961 to 1966 when he was Deputy Chief of the Audit Staff as well as Chief of the Special Activities Division which dealt solely with audits of Agency proprietary projects."

25X1A9a

We are looking for seven months. Again, I don't have any trouble -- and I'm just giving my thoughts on it--

MR. [REDACTED] Where do you find any?

MR. [REDACTED] I don't have any trouble finding seven months.

25X1A9a

MR. [REDACTED] You don't have any trouble! You are sure taking a more liberal attitude than you have in the past, aren't you?

MR. MELOON: I don't have any trouble finding seven months in his case on the proprietary audits.

25X1A9a

[REDACTED] An auditor is in one of the most in demand professions in the country -- and what you have to audit has nothing to do with it. If that were true you might say that a girl who typed a letter going to the field was in support of clandestine operations, so you're going to put her in the System. To me, it's practically the same thing.

25X1A9a

MR. [REDACTED]: Again, it's the total picture. It's seven months you're looking for -- it's not five years. He already has 53 months of overseas qualifying service.

25X1A9a

[REDACTED] All I know is that there were a lot of guys pushed out of this Agency when they reached 60 years of age because they had 30 years of service -- and this fellow has had the additional chance to stay on -- and I'm going to insist, as far as my vote, that he meet at least the minimum qualifications -- and I don't see him doing it.

25X1A9a

MR. [REDACTED]: Do you want to so move? Or do we

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have further discussion?

MR. MELOON: I think there are extenuating circumstances here in that his position was BALPA'd, and he would have had his five years had he not been caught in this squeeze.

MR. [REDACTED]: That's the way I feel. The Board
25X1A9a
agreed that if he had stayed overseas another seven months, they wouldn't have had much choice--

DR. [REDACTED]: That would have required extension of
25X1A9a
his overseas tour. But this guy shouldn't even have been overseas, according to strict adherence to policy.

MR. [REDACTED]: The fact that he was over there as Chief
25X1A9a
of an Audit Staff Branch, somebody judged it necessary to send him over. I don't know how he got by -- it would seem to me at the time somebody should have noticed it would require an extension. But, let's face it, in 1966 we weren't as strict on those.

I don't know, Paul -- what was your Board doing at that
time--

[REDACTED]: Making them prove financial hardship --
25X1A9a
or for the convenience of the service.

MR. [REDACTED]: Are we sure this didn't come before that
Board?

MR. [REDACTED]: There's a memo from [REDACTED]
25X1A9a
dated 30 March 1967 to the Director saying:

"1. This memorandum submits a recommendation
for approval by the DCI. The recommendation is
contained in paragraph 4.
25X1A9a

25X1A9a 2. Under Agency retirement policy, Mr. [REDACTED]
[REDACTED], GS-16 Auditor, Audit Staff, Office of the IG,
would normally have been expected to retire at the end
of March 1967, at which time he will have attained 60
years of age and 30 years, 3 months, government
service.
25X1A9a

3. The question of Mr. [REDACTED]'s retirement was
reviewed with the Inspector General and Executive

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Director-Comptroller in January 1966. At that time it was concluded that the best interests of the Agency would be served if Mr. [REDACTED]'s expected retirement date were extended. Based on this conclusion, Mr. [REDACTED] was assigned to an overseas tour as Chief of the [REDACTED]; however, through a misunderstanding, action was not initiated to obtain formal approval of the proposed extension. Mr. [REDACTED]'s tour will be completed on 4 September 1968.

4. I recommend that extension of Mr. [REDACTED]'s retirement date be confirmed with the understanding that he will retire upon completion of his present tour in September 1968."

And then - "Recommend extension of Mr. [REDACTED]'s retirement date" -- signed by Col. White.

MR. [REDACTED]: Then he came back in September of 1968.

MR. [REDACTED]: He came back in August.

MR. [REDACTED]: His tour was to be up in September.

MR. [REDACTED]: There's another memo here, though, signed by Col. White, dated 18 June 1968:

"I do not recall the details of my conversation in 1966 with the IG about the retirement date for [REDACTED]. It seems clear, however, that approval of reference (b) was intended to enable Mr. [REDACTED] to complete a full overseas tour with retirement reasonably soon thereafter. I believe it is equitable to expect him to retire on or before 31 December 1968. No further approval is necessary."

MR. [REDACTED]: That just says to send him -- it doesn't say we're going to help him get his qualifying duty.

MR. [REDACTED]: But he would have had qualifying duty had he stayed on, is the only point in question here.

MR. [REDACTED]: Why would he have? If he had to be back in December 1968, he would still have been short.

MR. [REDACTED]: He came back in August and he would have needed about a seven month extension to get the time in -- which under normal conditions he probably would have gotten, but his job was BALPA'd.

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M R. MELOON: He would have needed three months. He needs seven now. Had he come back in December he would have been short three months.

MR. [REDACTED]: Well, we're over one hurdle -- his extension so he could go overseas is now clarified. They goofed -- they didn't get it -- they did it after the fact -- and that was approved. Now the man is within seven months of having qualifying service to be in the System, and he's asking for it to be considered as qualifying service. So I think we're back to, is it qualifying service or isn't it.

DR. [REDACTED]: It's already been said this shouldn't be considered a 31 July 1968 case.

MR. [REDACTED]: I think everyone agrees on that.

DR. [REDACTED]: I don't think the record we have supports his admission to the System under our normal groundrules. So we need some more documentation -- much like the earlier case we considered. What specifically should we consider as domestic qualifying service to make up the necessary amount?

MR. [REDACTED]: Well, let me have an informal indication here. Mike, how do you feel about it?

MR. [REDACTED]: I've tried to reconcile [REDACTED]' statement that this comes within b(11) -- but I can't see it in being an auditor of the books of a proprietary. It doesn't make any difference whether you're an auditor of books of a proprietary or an auditor of books of CIA, I think the type of work he does is precisely the same. I don't see how it contributed to the conduct of clandestine operations abroad. Now, if in some way some decisions that he made contributed to those or affected operations abroad in some way, in a particular case, then maybe he is entitled to it. But I just don't see it under (11)b.

MR. [REDACTED]: Well, I think we're ready for a motion. It sounds to me like we have three people who definitely do not feel this meets

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normal qualifying service.

MR. [REDACTED]: I move the request for admission to the System be denied.

MR. [REDACTED]: I'll second that, based on the facts that we have. 25X1A9a

MR. [REDACTED]: And Karl, you are with Paul and Mike on this? 25X1A9a

DR. [REDACTED]: Yes, I'm with them.

. . . This motion was then passed . . .

MR. [REDACTED]: The next case is [REDACTED] -- nomination for designation as a participant in the CIARDS based partially on domestic qualifying service, and application for voluntary retirement. 25X1A9a

[REDACTED] May I make one comment on this case? On the agenda sheet I prepared, I've indicated application for voluntary retirement, but on rechecking I found that in May he will be 60, so it's actually mandatory retirement. 25X1A9a

DR. [REDACTED]: He is a 3-letter man with an otherwise May 1971 date? 25X1A9a

MR. [REDACTED]: Right, but if he goes in the CIARDS it will be a mandatory retirement in May 1969, not voluntary. 25X1A9a

DR. [REDACTED]: Well, this is strictly a 31 July memo case. It involves a man with another roughly 30 months of Agency service if he isn't put into the System and allowed to retire. 25X1A9a

MR. [REDACTED]: Do you know what his intentions are? 25X1A9a

MR. [REDACTED]: I talked to him just before coming to this meeting, and he said - "If the request is passed and if I should decide to go out in February, would there be any problem there?" So I told him maybe we could get both approved - voluntary or mandatory. 25X1A9a

MR. [REDACTED]: What I'm saying, if we didn't bring him

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into the System would he opt for this May 1969 or would he go out in 1971--

MR. [REDACTED]: Under the policy letter, he took 25X1A9a
an extension to 1971. 25X1A9a

DR. [REDACTED]: And it's only because there is now this 25X1A9a
opportunity, that he is now considering 1969. 25X1A9a

MR. [REDACTED]: Right. 25X1A9a

DR. [REDACTED]: In support of this -- if you need something 25X1A9a
in support of it -- the kind of activity that [REDACTED] has been engaged in for
years was the support of not only DD/P collection abroad in the form of
requirements and background studies and support for requirements, but he
spent a lot of his time with NSA on activities of the kind that you can't talk
about. I don't consider it a strong case. I consider it at least as strong,
however, as some of those that we have been putting under this 31 July
business. 25X1A9a

[REDACTED] Well, it being a 31 July case I don't
think you need a lot of justification -- a fellow at his level -- as long as you
are certifying that it's to management's interest to clear the decks-- 25X1A9a

DR. [REDACTED]: It is! - very much so.

MR. [REDACTED]: I know in this case it is.

MR. MELOON: Boy! this is where I get stuck. I
just can't-- Here's a guy you're interested in getting rid of and you're 25X1A9a
willing to stretch it for him, but when it comes to [REDACTED] we can't
stretch to get four or six months for him. 25X1A9a

DR. [REDACTED]: They come under different parts of
the Constitution. 25X1A9a

MR. [REDACTED]: [REDACTED] was in a position to retire 25X1A9a
for the last three years, and he could retire immediately on an annuity. 25X1A9a
[REDACTED] can't do this unless we put him under our System. 25X1A9a

DR. [REDACTED]: He has only 27 years of Federal service

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right now. That's the difference.

MR. [REDACTED]: This was the dilemma the Deputies
faced when they argued this -- and Carl Duckett, particularly, said - "Look,
you're going to get these invidious comparisons, and we simply have to live
with them."

MR. [REDACTED]: It's unfortunate we have to consider these
intermixed types of cases, because it does lead to confusion. I'd like to
think that after 30 June we will once again clear the air and each case has to
be judged on its merits.

DR. [REDACTED]: Boy! do I hope so!

MR. [REDACTED]: But to get back to the point that Paul
keeps making -- and I have to agree with him -- the quota is not the magic
figure, because the fact is we have too many people at the higher age, and
that is not going to change after 30 June. And the worst thing that could
happen to us, in many ways, is for the Executive Director to say: Well,
we still have a lot of people, so maybe we ought to have open season some
more. Then we're in real trouble.

MR. [REDACTED]: I have one observation on the [REDACTED] case.

Paul, you indicated it's not a particularly strong
case. And again I'm just sort of looking at all of our cases - and this [REDACTED]
case in particular - when we go up on the Hill for a new quota for the next
five years, and they say - "Now what is this case of [REDACTED]? He spent two
years in [REDACTED] and the rest of his time in Headquarters. What kind of a
railroad are you guys running?" You know, no hazardous duty - all of
those bad, sexy words we used--

[REDACTED] The answer is, you don't look at that --
you look at it that he would have been here another six years.

MR. [REDACTED]: And that is why we tried to define
(11)(c) in the manner in which we did, in order to be consistent with our

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statement to the Congressional Committee that there were going to be certain cases where it would be a shame if we put them out in the street without an immediate annuity. Now this man, if we were to terminate his services right today -- and he's given us service since CIG days -- to put that man out on the street right now without an annuity, and making him wait three more years before he starts drawing his first check, is the bad feature. Now we told Congress that. Now Congress didn't go all out but they did allow us to use that type of argument to come up with our provision in (11)(c) where we said if we put such a guy out he ought to have an immediate annuity, so that while he's looking for a job he has an annuity to operate under.

I have no trouble with this case -- I mean, I understand -- because when you think in terms of two or three functions that he has mentioned here, I think you could very easily say when he was dealing with special source material that it was so highly classified that he could not describe it in sufficient detail to demonstrate his qualifications adequately to an outside employer. So that we could bring it within (11)(c)--

25X1A9a

DR. [REDACTED]: I wouldn't want to argue any of these cases in detail -- you know, a case like a reports officer - with all respect to your argumentation, I wouldn't want to try to argue that--

25X1A9a

MR. [REDACTED]: A Chief Reports Officer.

25X1A9a

MR. [REDACTED]: This is a weak case -- but so was that one.

25X1A9a

MR. [REDACTED]: Again, you have to keep remembering -- because we are repeating ourselves on this from meeting to meeting, because all of us are troubled by this thing -- but State Department tried to get legislation - said, "Can't you give us some break to get rid of these people now, with BALPA and all this being done to us." And we keep saying to ourselves, if we went up to our Committees and told them we have a problem they would say, "Good Lord! we've given you all the leeway in the world. Why don't you use this management tool?" And this is what we are trying to do.

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[REDACTED]

They did give State some special legislation.

25X1A9a

They have done that in the past, but they

had one cranked up again recently which was directly related to BALPA.

25X1A9a

MR. [REDACTED]

But they didn't get it. BoB wouldn't

approve it.

25X1A9a

MR. [REDACTED]:

State was going to use funds to pay these

fellows an annuity before their eligibility dates but calculate it as if they had

actually worked the additional two or three years to the eligibility dates.

Our Committee would tell us to use the broad-based authorities we have.

MR. [REDACTED]

They would tell us what we're telling

ourselves.

25X1A9a

MR. [REDACTED]

Exactly!

25X1A9a

MR. MELOON: But isn't [REDACTED] eligible for an annuity in

June? So that's not throwing him out in the street with no annuity. You

(indicating Mr. [REDACTED] indicated we would be throwing him out in the

25X1A9a

street with no annuity.

25X1A9a

MR. [REDACTED]

No, I was wrong on that.

25X1A9a

MR. [REDACTED]

That would be true if we put him out today

without admitting him to our System.

MR. MELOON:

But that isn't even under consideration,

is it?

25X1A9a

MR. [REDACTED]:

No.

25X1A9a

Again, [REDACTED] is a good man, and he is on loan to our

Retirement Counseling Staff from DDS&T, and we've talked about - "Would

you like to have him back?" -- and they're saying - "No, we really wouldn't."

It's a typical case where it does the Agency a whole lot of good to move him

out.

25X1A9a

MR. [REDACTED]

Let's solve management's problem.

MR. MELOON:

All right, let's move him out. I don't

have any trouble with the case -- anymore than I had with the [REDACTED] case.

25X1A9a

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MR. [REDACTED]: Do I have a motion?

25X1A9a

MR. MELOON: I'll make the motion.

25X1A9a

DR. [REDACTED]: Second.

. . . This motion was then passed . . .

25X1A9a

MR. [REDACTED] We now have a nomination for designation
as a participant in the CIARDS based partially on domestic qualifying service
by [REDACTED].

25X1A9a

MR. [REDACTED]: May I add just one thing here.

25X1A9a

Paragraph 4 of Mr. Karamessines' memo mentions her retirement on 31
March 1969. This would have been on a voluntary basis, but it's now going
to be a disability case, if it's approved.

25X1A9a

MR. [REDACTED] Again, I don't think the Board has any
particular worry about that. The question is: Does she have qualifying
service to get into the System?

25X1A9a

MR. [REDACTED] Wait a minute, Harry -- it does make
a difference. If it's going to be a disability case anyway, are we under the
31 July memo or aren't we?

. . . Off the record . . .

25X1A9a

MR. [REDACTED] I think she has a good case, anyway. I
really think the Board does its job if it considers the question of getting
her into the System.

25X1A9a

DR. [REDACTED] She certainly has as good a case as the

25X1A9a

[REDACTED] case -- or much better.

25X1A9a

MR. [REDACTED] Again, this woman has completed almost
50 months of overseas qualifying service.

25X1A9a

MR. [REDACTED]: It says 47 months here.

25X1A9a

MR. [REDACTED]: 47 months and 13 days.

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(Reading from Memo to D/Pers from DD/P, dated 21 November 1968): "In accordance with referent memorandum, the Chief, SB Division has forwarded (TAB A) the recommendation that her domestic service in SB Division for the period 1954-1963 be considered qualifying service for CIA retirement to comprise the additional 11 months qualifying service she requires." This now appears to be 12 months and 17 days. "Her application for CIA Retirement as of 31 March 1969 is attached as TAB B. We understand that she may apply for medical disability retirement and has consulted the Office of Personnel in this connection."

DR. [REDACTED] I wish they hadn't added that last statement.

MR. [REDACTED] Yes, it's in there-- 25X1A9a

DR. [REDACTED] Because I think it would be an open and shut case otherwise. 25X1A9a

MR. [REDACTED] I understand there's some thought this woman might retire the end of this month if she gets in the System -- or I understood she was thinking about it. Is that right, Murray? do you know? 25X1A9a

MR. [REDACTED]: The memo said 31 March 1969. I've got a signed application for voluntary retirement 31 December. But then this other thing with [REDACTED] came up, so I don't know. The last 25X1A9a thing I heard was the disability retirement. 25X1A9a

MR. [REDACTED]: Well, assuming the Board would put her in the System, wouldn't that help to remove some of those problems you're talking about? - if she gets into the System and can retire at the end of this month, there wouldn't be any other problem. 25X1A9a

MR. [REDACTED] She probably will want out by February, at the latest.

MR. MELOON: Unless she has accumulated a year of sick leave, in which case she would be on sick leave for a year.

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25X1A9a

MR. [REDACTED]: What about [REDACTED]'s letter here? 25X1A9a

He makes a pitch that her activities within the CE and CI structure of the 25X1A

25X1A9a

MR. [REDACTED]: I asked for that -- or it was as a
result of my questions that they added this analyst situation - her specific
functions. Now, after I read this I still went back to them and said - "Look,
I'm not quite satisfied. Many analysts do this every day around here." But
what they did was specifically point to a., b., e., and g. (referring to paper
entitled "Analysis of Domestic Qualifying Service Performed by [REDACTED]
[REDACTED] from January 1954 to August 1963"), in which the work that she did
resulted in picking out information that was used specifically to be sent back
to the field in the conduct of operations that were being run by that Division.

25X1A9a

MR. [REDACTED]: It's funny -- I guess I feel very liberal
today -- but if she wasn't in direct support of overseas clandestine operations,
I don't know who is.

25X1A9a

[REDACTED] We have different definitions on it. You
can take a biographic analyst, a fellow who produces NIEs -- those go to
the field and are used directly in support of field operations every bit as much
as this type of operational biographic data. You just cannot draw the kind
of line that you're trying to draw.

MR. [REDACTED]: I can, though, because I can see in
any one of these specific cases where they are thinking about [REDACTED]
[REDACTED], and they are either trying to get this guy to defect or get someone
else to get near this guy because they know he's involved in a certain type of
work which, if he makes the information available, it could be very valuable,
and where this girl sits back here and could read ordinary poop and if it has
to deal with [REDACTED] and she will send it straight to the field and
say - "Stay away from this guy" - or "Go ahead" --

25X1A9a

25X1A9a

25X1A9a

25X1A9a

25X1A9a

[REDACTED] That would put her in the System, according
to your lights?

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MR. [REDACTED]: I'm saying only because of the 25X1A9a
31 July memo. 25X1A9a

MR. [REDACTED]: But is this a 31 July memo case? 25X1A9a

DR. [REDACTED]: I think it is. 25X1A9a

MR. [REDACTED]: But she said she was going to retire
anyway. She said she is going to retire in December or February. 25X1A9a

DR. [REDACTED]: But isn't that only if she qualifies for
the System? 25X1A9a

MR. [REDACTED]: If she doesn't get into the System she
has no choice. She's only 54 and has only 27 years of service. 25X1A9a

MR. [REDACTED]: But she's either physically disabled or
she isn't. 25X1A9a

MR. [REDACTED]: Let's forget about the disability business
for a second-- 25X1A9a

MR. [REDACTED]: I'm trying to get on the table here,
is this a 31 July case or isn't it? Because we agreed that we were going to
label these in our Minutes. 25X1A9a

MR. [REDACTED]: Discounting disability -- which is an
unknown quantity -- she would have to work a minimum of two years to get
30 years of service at age 55, before she could retire under Civil Service. 25X1A9a

[REDACTED] I move her admission to the System on
the basis of this being a 31 July case. That is my motion. 25X1A9a

. . . This motion was then seconded and passed . . .

MR. [REDACTED]: Well, we have one, last case here - a 25X1A9a
name familiar to all of us - [REDACTED] 25X1A9a

MR. [REDACTED]: In principle, he shouldn't be admitted. 25X1A9a

MR. [REDACTED]: As a 31 July case? 25X1A9a

MR. [REDACTED]: Is that a legal opinion, John? 25X1A9a

MR. [REDACTED]: No. That is a biased, personal

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opinion. We shouldn't lose [REDACTED]

25X1A9a

DR. [REDACTED]: I don't see anything about his record that

25X1A9a

suggests he wouldn't make a good 31 July case.

25X1A9a

MR. [REDACTED]: No. I think he clearly is. Here is a

man who is only 55 and has every right to go on until age 60 - for five more years, and he's saying: If you can see my 27 months and 11 days of overseas qualifying service, plus my other service, as qualifying, I will leave by 30 June 1969. What they're basing this on is his covert operations--

MR. [REDACTED]: I'm surprised they didn't pinpoint

25X1A9a

some direct contacts with operations I know he was involved in when I had that Division years ago.

25X1A9a

MR. [REDACTED]: They were well familiar with [REDACTED]'s case.

25X1A9a

I think we're ready for a motion.

25X1A9a

DR. [REDACTED]: I move we accept him under the 31 July memo.

. . . This motion was then seconded and passed . . .

25X1A9a

MR. [REDACTED]: To go back to [REDACTED] for a

25X1A9a

25X1A9a

second. Well, I guess they're both the same -- on both [REDACTED] you're saying neither case appropriately falls within the 31 July memo, and that in both cases, therefore, you would want better documentation of the normal qualifying service.

25X1A9a

25X1A9a

MR. [REDACTED]: I thought the Board said no on [REDACTED]

25X1A9a

[REDACTED] We did -- we said no on [REDACTED], and

25X1A9a

defer action on [REDACTED].

25X1A9a

MR. [REDACTED]: Oh, on [REDACTED] it's plain "no."

25X1A9a

25X1A9a

DR. [REDACTED]: That's right.

. . . The meeting adjourned at 3:20 p.m. . . .

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25X1A9a

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